

# 2019 INDIANA HEALTH WORKFORCE SUMMIT

Workforce Alignment in the Health Sector

#INHealthWorkforce

Get the facts at [www.bowenportal.org](http://www.bowenportal.org)

Informing Policy. Aligning Initiatives. Advancing Health.

# NATIONAL ANTHEM

## Posting of the Flag

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Indy Metropolitan Military Honor Guard, Inc.

## Performance

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Orchestra at Indiana University School of Medicine



# WELCOME

**Hannah Maxey**

*Director*

Bowen Center for Health Workforce Research and Policy

**#INHealthWorkforce**

Get the facts at [www.bowenportal.org](http://www.bowenportal.org)

Informing Policy. Aligning Initiatives. Advancing Health.



# OPENING REMARKS

**Suzanne Crouch**

*Lieutenant Governor of Indiana*



# BOWEN CENTER AWARD CEREMONY

**#INHealthWorkforce**

Get the facts at [www.bowenportal.org](http://www.bowenportal.org)

Informing Policy. Aligning Initiatives. Advancing Health.





State Administrator:



***Indiana is the 10<sup>th</sup> state*** to begin laying the groundwork to build dementia friendly communities. Help spread the movement by becoming a Dementia Friend and telling your friends and family!

Dustin Ziegler  
Director,  
Community Programs

[DementiaFriendsIndiana.org](https://DementiaFriendsIndiana.org)







# Virtual Care: Peer Recovery Coaches

Here to remove barriers, provide hope, and help people find a pathway to recovery for those suffering from Substance Use Disorder

Providing service 24 hours a day, 7 days a week  
to IU Health Emergency Departments



Indiana University Health



## KEYNOTE ADDRESSES

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# HOW DO WE MEASURE “DEMAND” FOR OUR HEALTH WORKFORCE?

Dr. Kristina Box

Commissioner, Indiana State Department of Health

Fred Payne

Commissioner, Indiana Department of Workforce Development

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# Public Health Workforce: Expanding Roles and Approaches

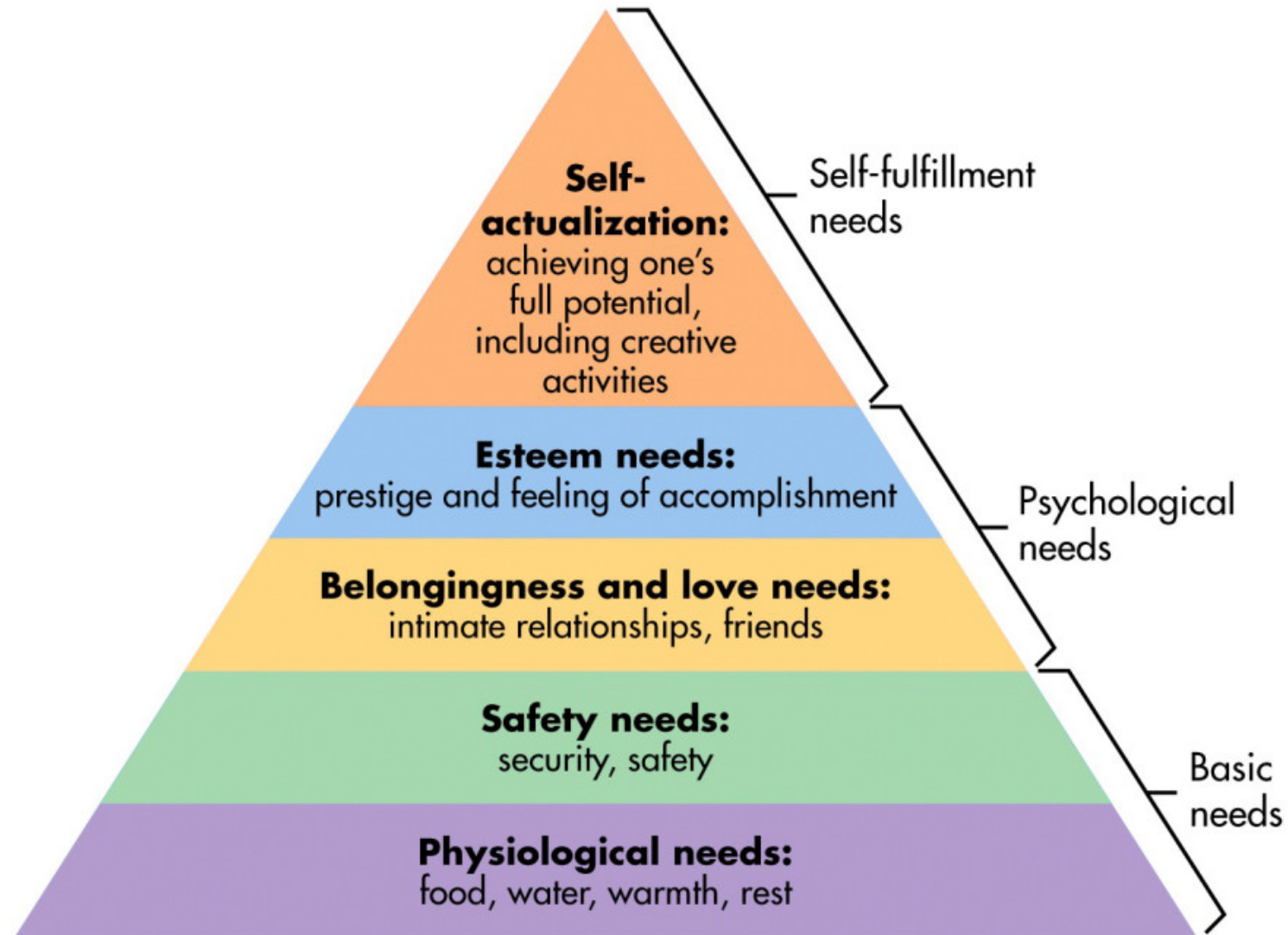
*Indiana Health Workforce Summit*

Kris Box, MD, FACOG  
State Health Commissioner  
May 21, 2019



Indiana State  
Department of Health  
An Equal Opportunity Employer

# Good Health is More than Medicine



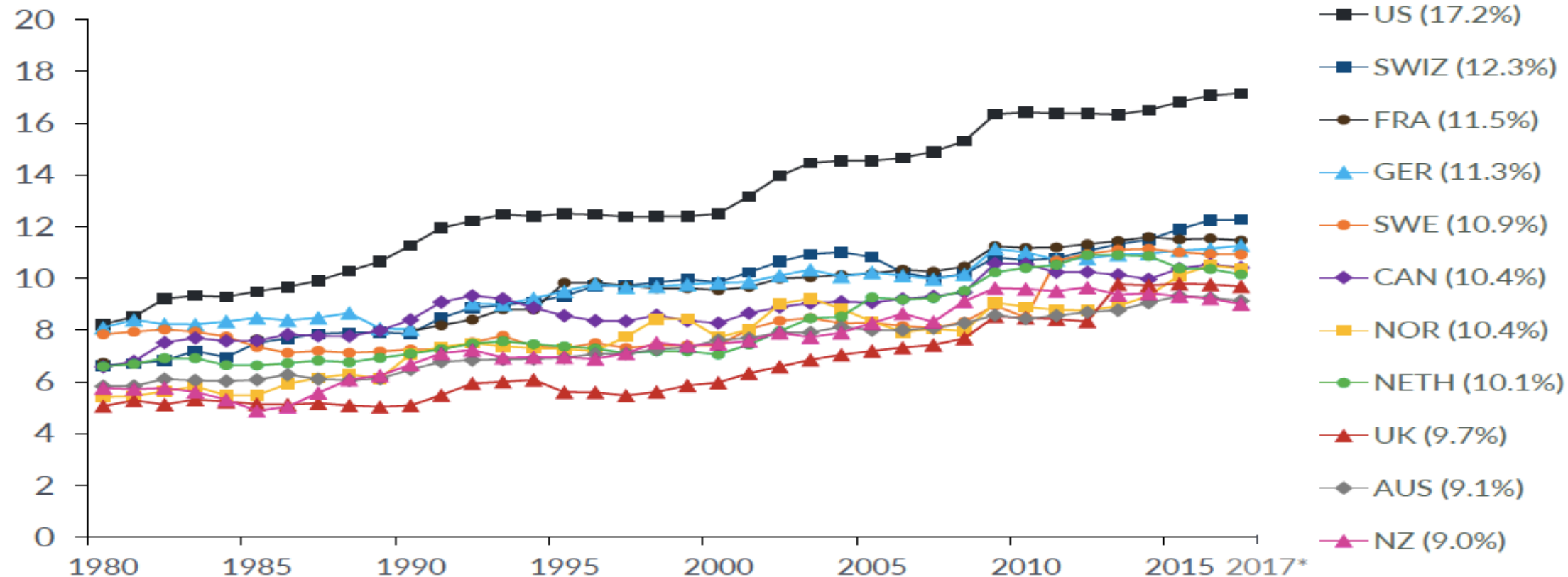
# Good Health Is More Than Medicine



# Health Care Spending as a Percent of GDP, 1980–2017

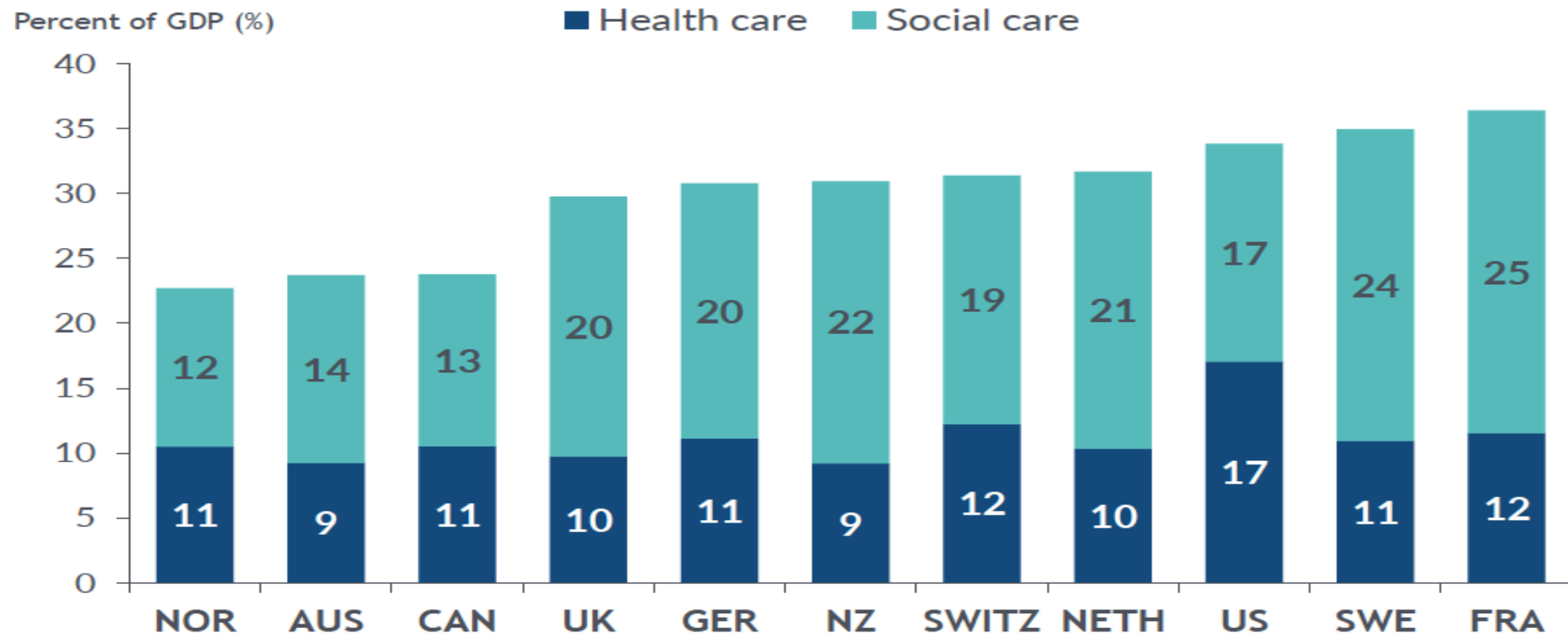
*Adjusted for Differences in Cost of Living*

Percent (%) of GDP





# Health and Social Care Spending as a Percent of GDP, 2016 or Latest Available Year



Source: OECD Social Expenditures database (SOCX), OECD Health data 2018.

Data: Expenditures reflect the latest (2013-2016) available data for combined public and private spending. To avoid double counting, social care expenditures reflect total social spending in SOCX excluding health spending included in SOCX, while health care expenditures reflect total health spending in OECD Health Data excluding long-term care (social), health promotion with multi-sectoral approach, and gross fixed capital formation.

# Social Context Screening

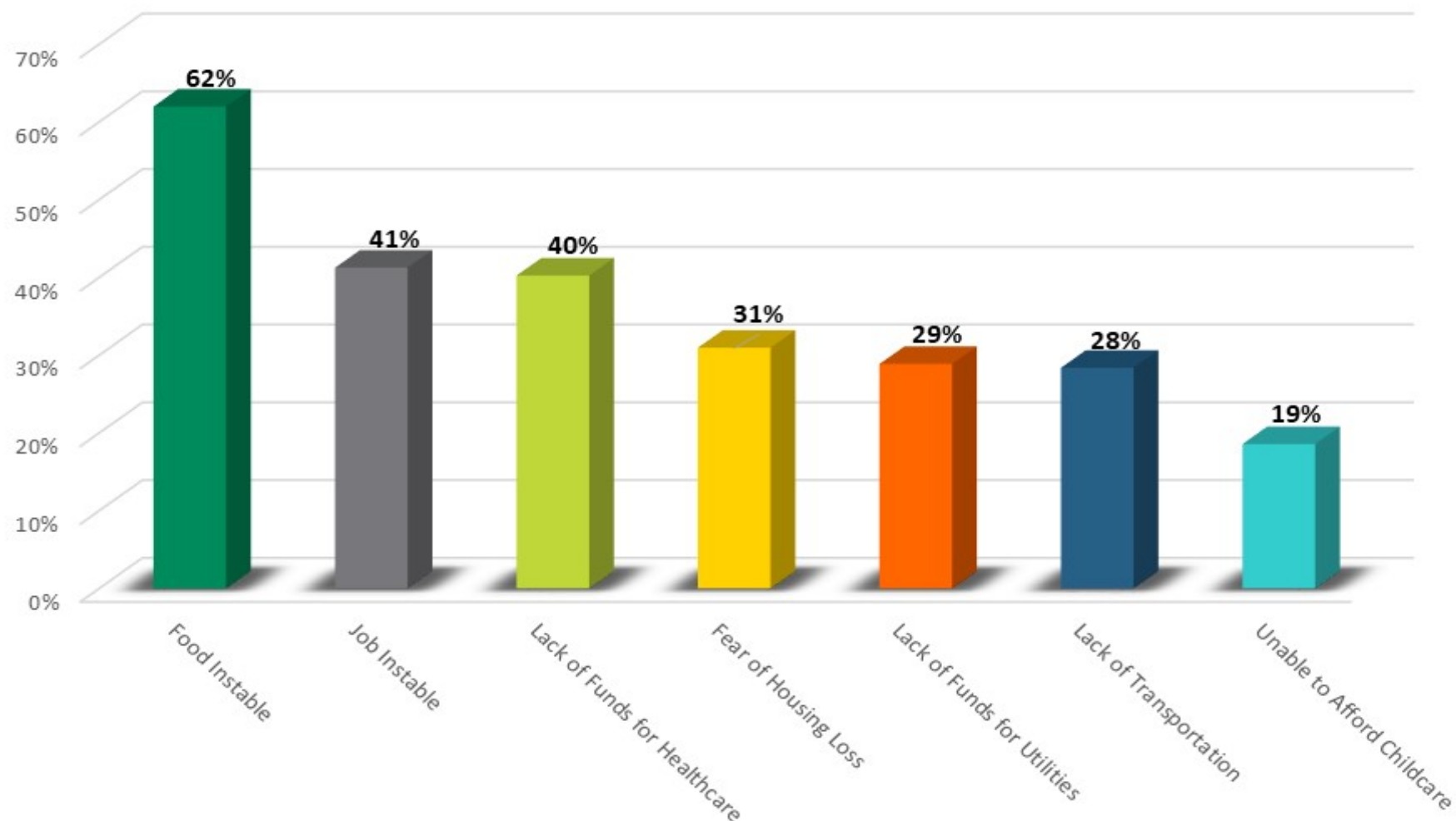
## Deployed 8/18

Healthy Opportunities Assessment Tool	Yes / No / NA
In the last 12 months, did you ever eat less than you felt you should because there wasn't enough money for food?	
In the last 12 months, has your utility company shut off your service for not paying your bills?	
Are you worried that in the next 2 months, you may not have stable housing?	
Do problems getting child care make it difficult for you to work or study? (leave blank if you do not have children)	
In the last 12 months, have you needed to see a doctor but could not because of cost?	
In the last 12 months, have you ever had to go without health care because you didn't have a way to get there?	
Do you ever need help reading hospital materials?	
Are you afraid you might be hurt in your apartment building or house?	
During the last 4 weeks, have you been actively looking for work?	
In the last 12 months, other than household activities or work, do you engage in moderate exercise (walking fast, jogging, swimming, biking or weight lifting) at least three times per week?	



# Key Learnings: ~95K Respondents\*

## Highest Needs



\*16% Response Rate

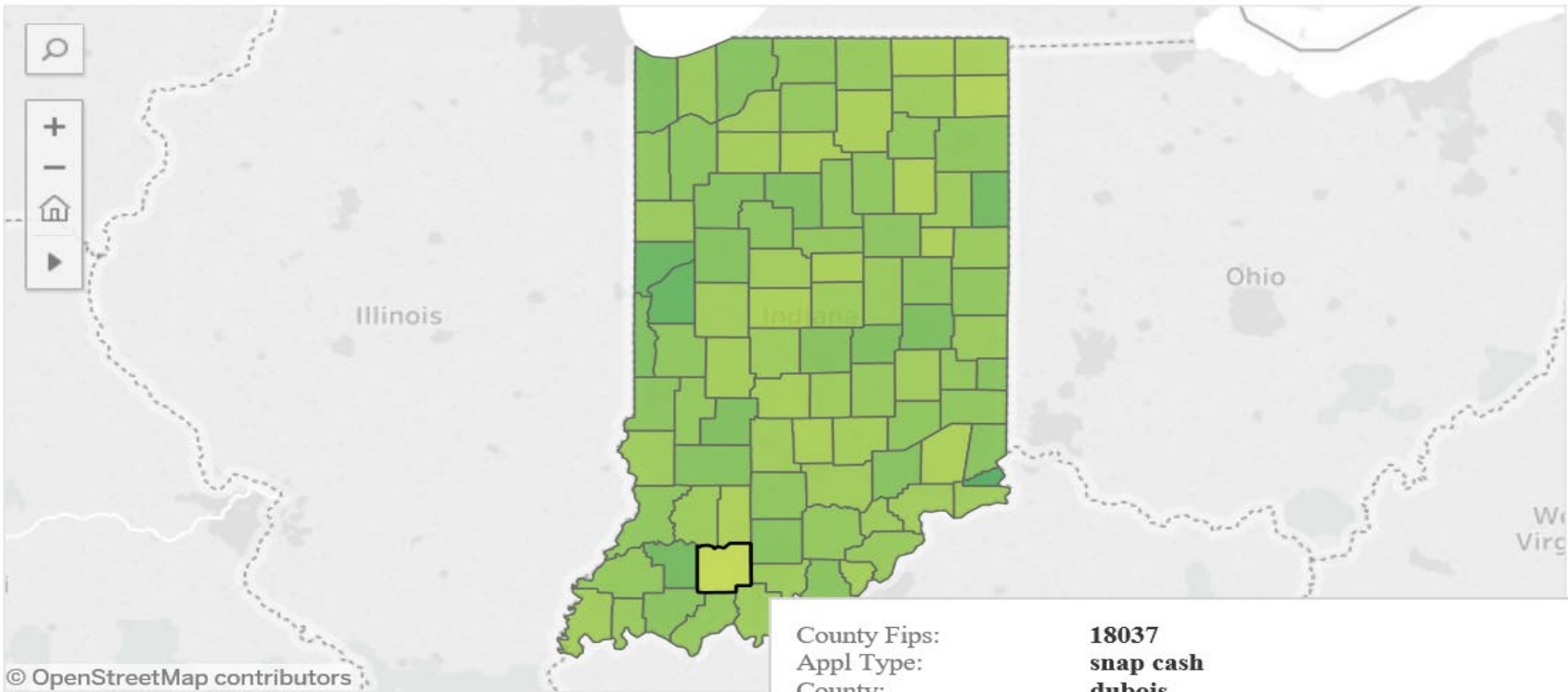
\*As of 3/25/19

# Results: County Level Data

## Social Determinants of Health Survey Responses

August 2018 - March 2019

Click on county to see demographic breakdown



Survy Questn Short Desc

Not enough money for food last 12 mos.?

Appl Type

snap cash

Response

yes

Percent Response

0 100

Age Dist

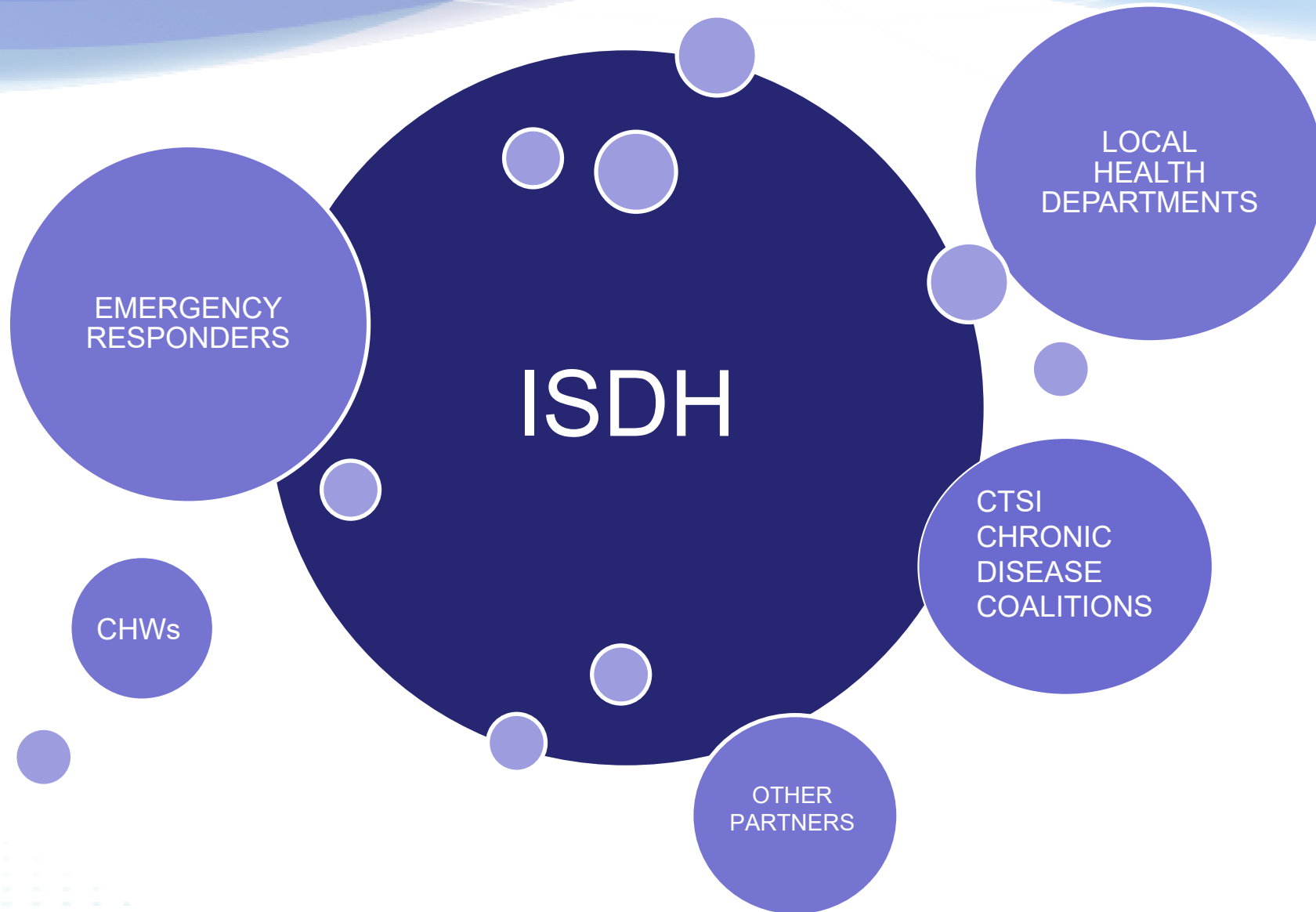
Gender Dist

County Fips:	18037
Appl Type:	snap cash
County:	dubois
Response:	yes
Survey Question:	survy_resp_05
Survy Questn Long Desc:	In the last 12 months, did you ever eat less than you felt you should because there wasn't enough money for food?
Response Rate:	49 %

# Public Health Workforce

- Monitors population health
- Develops and implements population-based health programs and solutions
- Ensures the safety of things that impact health
  - Food, water, healthcare delivery, facility regulation
- Roles are changing
  - Traditional public health workers also tapped as liaisons between healthcare, social issues
- New methods of delivery:
  - Reach people where they are with in-home support

# Public Health Workforce



# Governor's Public Health Agenda

- Have the lowest infant mortality rate in the Midwest by 2024
- Attack the drug epidemic
- Public health workforce is critical to addressing these issues at a community level
  - Infant mortality: Community health workers, Nurse-Family Partnership, doula program, Vanderburgh County Pre to 3, Crawfordsville paramedicine, first responders/D.O.S.E.
  - Opioid epidemic: Project ECHO, peer recovery coaches, embedding behavioral health in primary care

# Infant Mortality in Indiana

- Infant Mortality is defined as the death of a baby before his/her first birthday and is the #1 indicator of health status in the world.
- 602 Indiana babies died before their 1<sup>st</sup> birthday in 2017
  - More than 50 babies every month
  - Nearly 12 babies every week
  - More than 3,000 infant lives lost in the last 5 years
- Significant disparities exist among black infants
  - More than twice as likely to die before age 1 as white infants

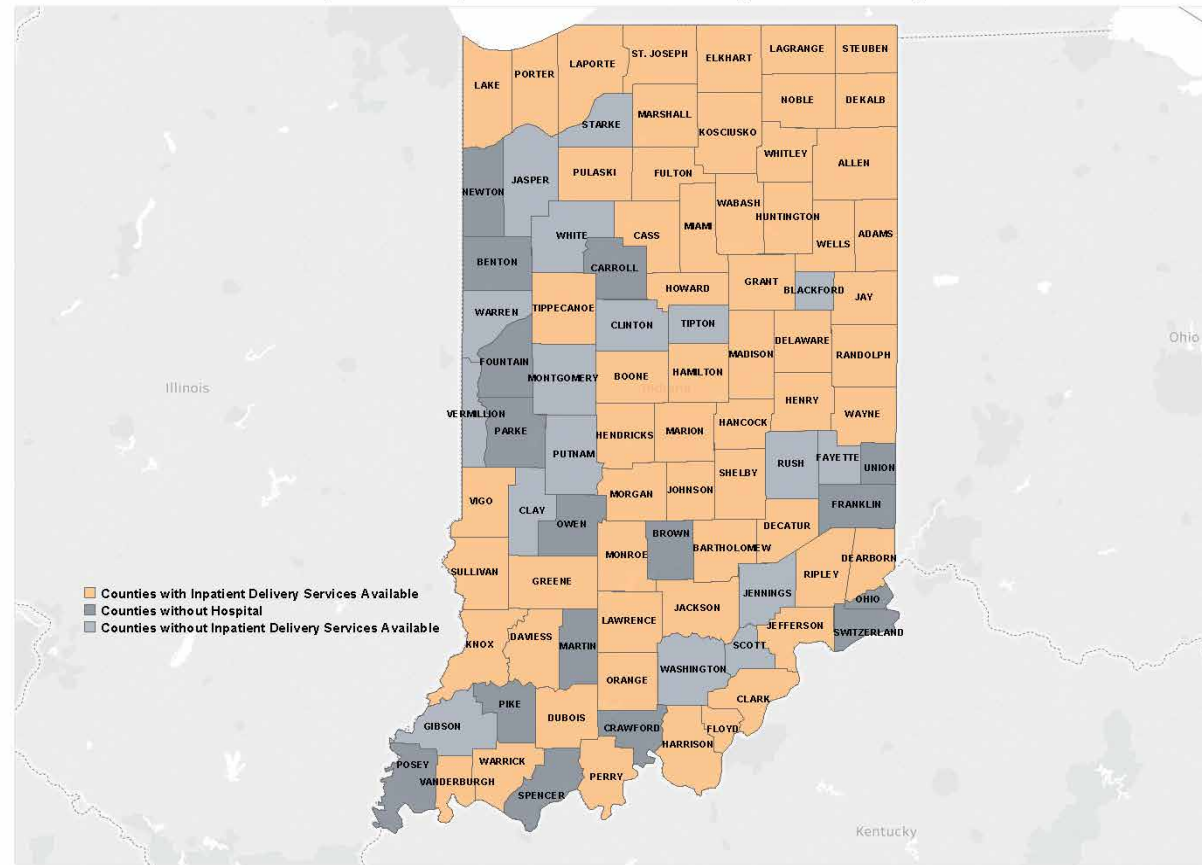
# How Public Health Workforce Impacts Infant Mortality

- OB Navigator program resulting from HEA 1007
  - Community health workers, Nurse-Family Partnership, doula programs, Vanderburgh Co. Pre to 3, Crawfordsville paramedicine program
- Universal verbal screening for substance use in pregnancy
- Safe Sleep partners
  - D.O.S.E. training for first responders
  - First ladies of the church
- Smoking cessation programs
- Making sure right services are available when & where they're needed



# Inpatient Hospital Obstetric Services by Indiana County

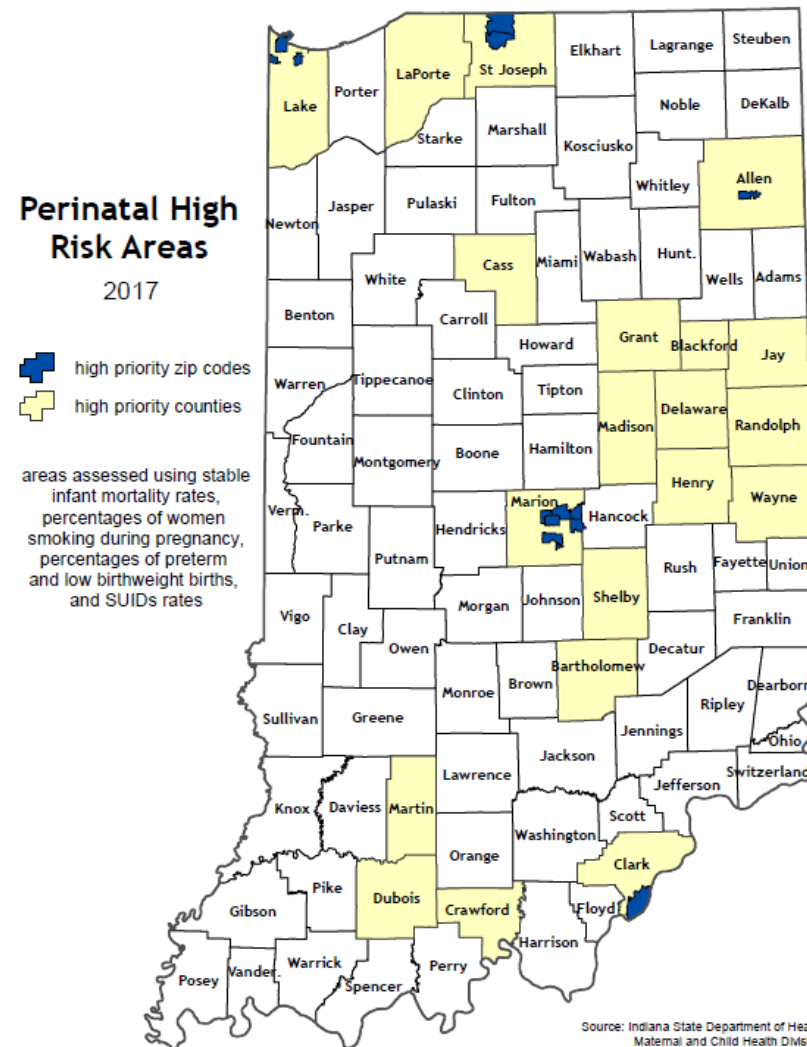
Inpatient Hospital Obstetric Services by Indiana County



Source: Indiana Hospital Association, June 2018



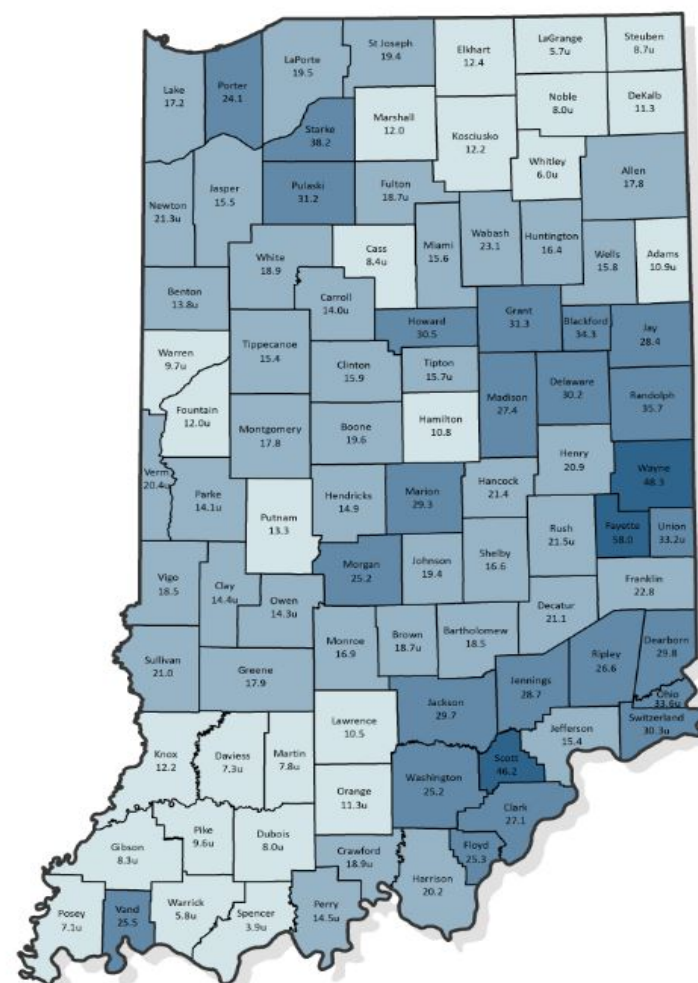
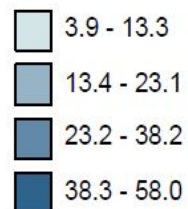
# Perinatal High-Risk Areas



Source: Indiana State Department of Health  
Maternal and Child Health Division  
Updated: January 2019

## Drug Poisoning Deaths by County of Residence, 2013-2017

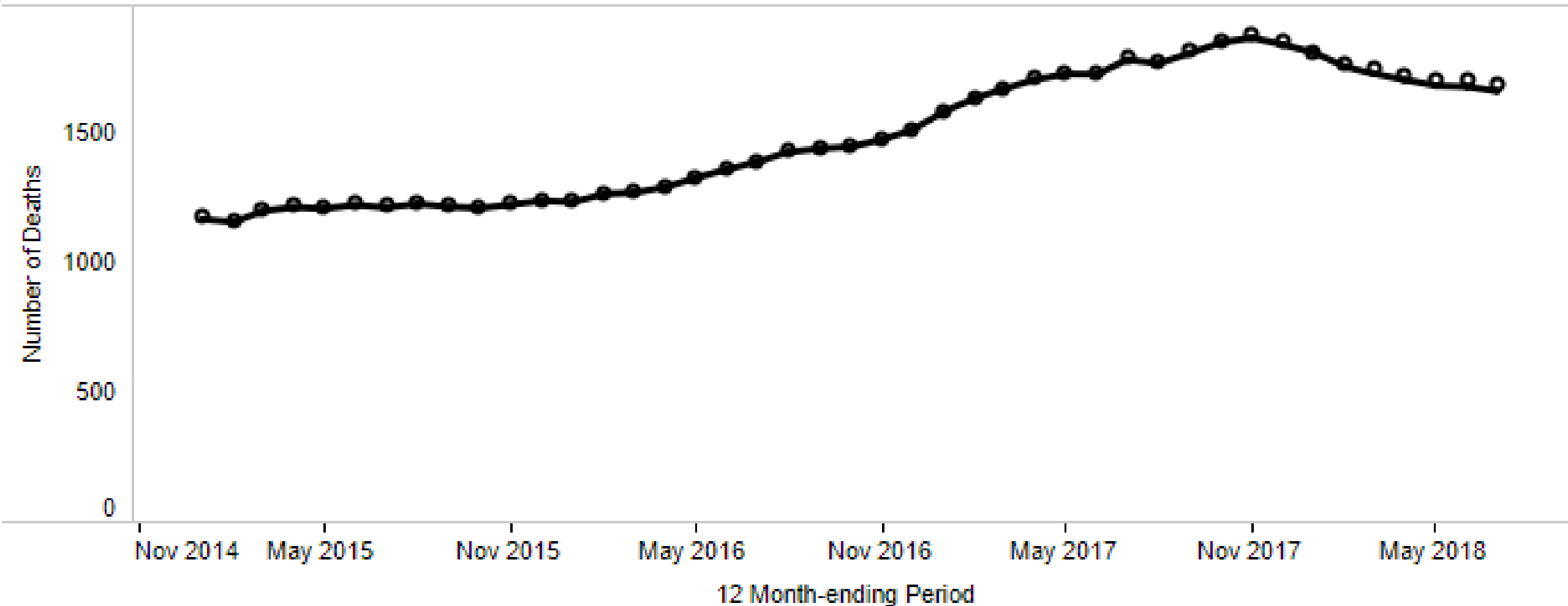
Crude Rate Per 100,000





# Drug Overdose Deaths

Figure 1a. 12 Month-ending Provisional Counts of Drug Overdose Deaths: Indiana



# Public Health Workforce's Role in the Opioid Epidemic

- All hands on deck
  - Peer recovery coaches
  - Medication-assisted treatment / Opioid Treatment Programs
  - Fresh Start recovery centers
  - Addiction counselors
  - Syringe service programs
    - Provide more than just syringes

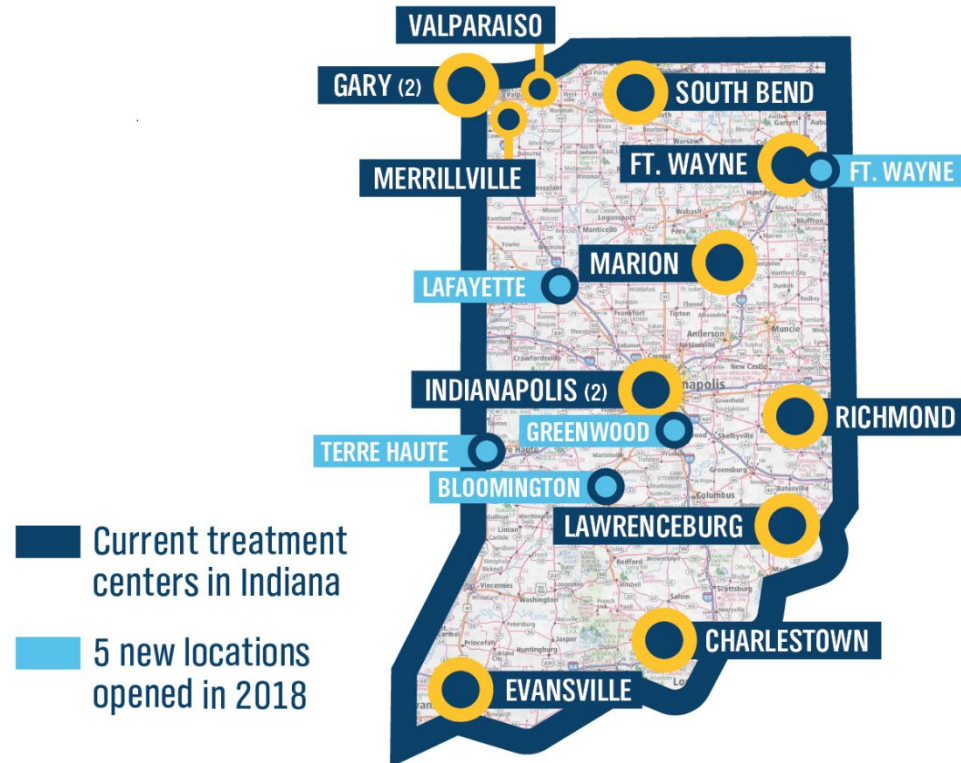
# Expanding Treatment

- 25 new addiction treatment providers
- Total certified addiction treatment providers
  - 253 with 448 locations
  - 5 new OTPs
  - Total OTPs: 18
- 31 new ASAM designated addiction residential treatment facilities/units opened in 2018
  - 659 beds

**Indiana Family & Social Services Administration**  
Division of Mental Health and Addiction  
Opioid Treatment Programs



# Expanding Treatment



# Addressing the Gaps

- SEA 223 in 2018
  - Goal is to improve data collection on health licenses to better identify gap areas, ensure practitioners are practicing at top of their license, better identify professional shortage areas
- Rural health student loan repayment program
- Co-locate primary care and behavioral health
- Fresh Start programs
- Project ECHO
- Telemedicine/paramedicine



# We All Have a Role

- Step out of our clinics/offices and ask the question:  
*Who is the right provider in the right place at the right time?*
  - Pharmacists as providers
    - Standing orders for hepatitis A, MMR vaccines
  - Advanced practice providers
  - Physicians
  - Emergency responders





# Workforce Alignment in Healthcare

Fred Payne, Commissioner, Indiana Department of Workforce Development

# Fast Facts

- Indiana Population: **6,600,000**
- Current Workforce: **3,291,068**
- Current Number Not Employed: **123,321**
- Labor Participation Rate: **65.3%**
- March 2019 Unemployment Rate: **3.6%**
- Current Number of Job Openings: **101,725**



# Healthcare Leads in Job Growth

Recent data states...

**44%**

of the highest ranked occupations for growth, wage, openings and employer demand are found in healthcare.

**70%**

of the top 20 fastest growing occupations are in healthcare.

Demand for the healthcare occupations is related to our aging population and increased longevity.

# Healthcare Leads in Job Growth

Top five occupations in healthcare that are **growing the fastest** over the next 10 years:

- Home Health Aides (**48.84%**)
- Physician Assistant (**40.05%**)
- Nurse Practitioners (**38.72%**)
- Personal Care Aides (**37.17%**)
- Occupational Therapy Assistants (**33.79%**)

**Respiratory Therapy Technician** is one of the fastest declining occupations in both the state and US due to **changes in hiring practices** which favor hiring a respiratory therapist and state licensing requirements.







# Top 10 Current Healthcare Occupations

## Occupations

### 2018-2020 Job Openings

→01	Registered Nurses	10,179
→02	Nursing Assistants	8,226
→03	Home Health Aides	4,468
→04	Medical Assistants	3,950
→05	Licensed Practical and Licensed Vocational Nurses	2,777

## Occupations

### 2018-2020 Job Openings

→06	Dental Assistants	1,745
→07	Pharmacy Technicians	1,725
→08	Clinical Laboratory Technologists and Technicians	1,139
→09	Technicians and Paramedics	1,024
→10	Emergency Medical Veterinary Assistants and Laboratory Animal Caretakers	967



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# Top 10 Healthcare Specialized Skills in Demand

Occupations			Job Postings		
01	Patient Care	22,812	06	Customer Care	7,688
02	Cardiopulmonary Resuscitation	13,352	07	Life Support	5,857
03	Treatment Planning	9,932	08	Acute Care	5,300
04	Scheduling	9,695	09	Home Health	5,257
05	Advanced Cardiac Life Support (ACLS)	8,256	10	Critical Care Registered Nurse	2,284



# Healthcare Employment Data

**418,770**

Number currently  
employed in 2018



**497,996**

Number projected to  
be employed in 2028



**14,915**

Number of current  
job postings



## Workforce Ready Grant



### What Does the Grant Cover?

- Certificate programs less than two years.
- Programs must be in one of five sectors: Advanced Manufacturing, Building & Construction, Business & IT, Health & Life Sciences, Transportation & Logistics



### Eligibility

- High school diploma or equivalent.
- No college degree.
- No certificate covered by Next Level Grant.



## Employer Training Grant



### What Does the Grant Cover?

- Reimbursed training cost of up to \$5,000 for each newly trained employee, hired and retained for six months. \$50,000 cap per FEIN number.
- Training must cover skills for in-demand jobs within six business sectors greater than 40 hours. HR training and job shadowing do not qualify.
- Middle skill, high-demand and high-wage jobs.



### Eligibility

- Any business from one of the six high demand sectors (5 from WRG plus Agriculture).





# Employer Training Grant Eligible Healthcare Occupations

- Administrative Services Managers
- Billing & Posting Clerks
- Cardiovascular Technologists and Technicians
- Community Health Workers
- Dental Assistants
- Dental Laboratory Technicians
- Diagnostic Medical Sonographers
- Dietitians & Nutritionists
- Emergency Medical Technicians & Paramedics
- Firefighters
- First-Line Supervisors of Personal Service Workers
- Food Service Managers
- Health Educators
- Health Technologists & Technicians, All Other
- Healthcare Social Workers
- Licensed Practical & Licensed Vocational Nurses
- Massage Therapists
- Medical & Clinical Laboratory Technicians
- Medical & Health Services Managers
- Medical Assistants
- Medical Records & Health Information Technicians
- Medical Equipment Repairers
- Medical Secretaries
- Mental Health & Substance Abuse Social Workers
- Nursing Assistants
- Occupational Therapy Assistants
- Ophthalmic Medical Technicians
- Opticians, Dispensing
- Orderlies
- Pharmacy Technicians
- Phlebotomists
- Physical Therapist Assistants
- Preschool Teachers, Except Special Education
- Psychiatric Aides
- Psychiatric Technicians
- Residential Advisors
- Respiratory Therapists
- Social & Community Service Managers
- Social & Human Service Assistants
- Substance Abuse & Behavioral Disorder Counselors
- Surgical Technologists
- Therapists, All Other
- Training & Development Specialists
- Veterinary Technologists & Technicians

# Workforce Ready Grant Available Healthcare Job Training

- Basic Emergency Medical Studies
- Behavior Technician & the Medical Office
- Behavioral Sciences-Community Rehabilitation
- Certified Clinical Medical Assistant (National Healthcareer Association)
- Certified Phlebotomy Technician (National Healthcareer Association)
- Dental Assisting
- Dental Assisting & Office Administration
- Electronic Health Records Specialist Program
- Emergency Medical Technician (EMT-B)
- Healthcare Specialist – Clinical Support
- Medical Assisting
- Medical Front Office Assistant & Administration
- Medical Office Manager
- Medical Office Administration
- Medication Care Coordinator Program
- Nursing, Practical
- Optometric Technology
- Outpatient Insurance Coding
- Paramedic Science
- Pharmacy Technician
- Pharmacy Technology
- Phlebotomy Technician
- Practical Nursing
- Pre-Veterinary Technology
- Therapeutic Massage

# Training Providers Needed

We need new training providers for Next Level Jobs programming.

Here's how **YOU** can help:

Encourage interested training providers to participate in a live webinar on **June 20** from **10:30-11:30 EDT**.

Register by clicking on this link: <https://on.in.gov/TrainingProviders>





INDIANA  
DEPARTMENT OF  
**WORKFORCE**  
DEVELOPMENT

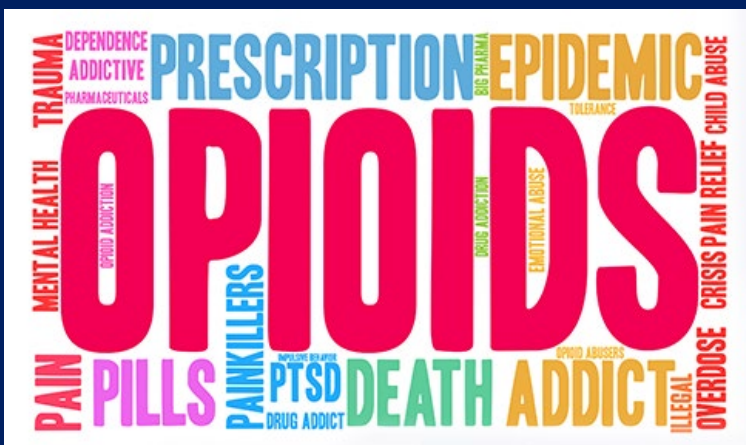
# Opioids

Supported by Next Level Recovery, the state is **addressing** the prescription drug crisis that has claimed the lives of more than 700 residents.





# The Opioid Epidemic in Indiana



- **1,118** opioid deaths in 2017 (17.2 per 100,000 residents)
- **291** opioid deaths in 2008 (4.5 per 100,000 residents)
- Drug poisoning deaths in 2017 (all drugs): **1,784**
- Drug poisoning deaths in 2008 (all drugs): **809**

## *The Response ...*

Under a federal Medicaid waiver secured in February 2018, **47,450** Hoosiers have received substance use treatment.

Opioid pill dispensations decreased **23%** last year from the previous year after legislation placing a 7-day limit on first time prescriptions.



# Opioids and the Workforce

- Potential lost wages due to opioid misuse totaled **\$752** million in 2016.
- An estimated **\$1.75** billion will be lost in 2018 due to underemployment attributed to misuse of substances.

Governor's Office and Indiana Wellness Council have partnered to launch Indiana Workforce Recovery employer guidelines and toolkit later this month.

**INDIANAWORKFORCE RECOVERY**

LEADING THE FIGHT AGAINST DRUG ADDICTION IN THE WORKPLACE



# Opioid Grant



DWD has applied for a U.S. Department of Labor grant but does not know the outcome at this time.

–If received, DWD plans to take the **Belden initiative** and replicate it with businesses statewide.



INDIANA  
DEPARTMENT OF  
**WORKFORCE**  
DEVELOPMENT

# Interconnectedness in Healthcare





# Adult Basic Education

**3.36** MILLION HOOSIERS  
IN THE LABOR FORCE

**476,000**  
ADULT HOOSIERS WITHOUT  
A HIGH SCHOOL CREDENTIAL



INDIANA  
ADULT EDUCATION



## THE CHALLENGE

Skill up approximately half million people without a high school credential.

## THE STATISTICS

Avg HS Dropout Cost  
Taxpayers More Than

**\$500,000**

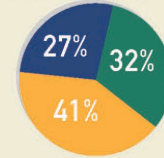
Source: Alliance for Excellent Education Issue Brief



Public Cost Per  
Participant

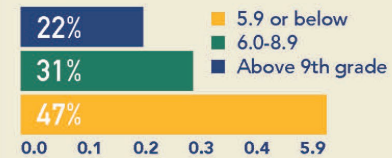
**\$1,050**

### Status at Entry

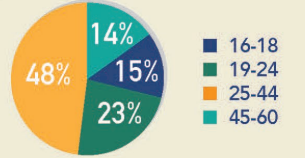


■ Employed  
■ Not Employed  
■ Not in Labor Force/  
majority  
incarceration

### Assessed Education Grade Level



### Age



■ 16-18  
■ 19-24  
■ 25-44  
■ 45-60

## THE SOLUTION

### ADULT EDUCATION PATH

WorkINdiana — 14 weeks or less

**1** ENROLLMENT  
ASSESSMENT  
GOAL SETTING:  
Tests of Adult Basic  
Education



**2** ENTRANCE  
TEST  
Test of  
Adult Basic  
Education

**3** ADULT BASIC ED  
Education,  
Training, and  
Employment Goals

**4** ADULT  
SECONDARY ED  
Classroom  
and Employer  
Instruction +  
Career Awareness

**5** HSE DIPLOMA  
Pass High School  
Equivalence Test,  
if needed.

**6** INDUSTRY  
CERTIFICATIONS

Integrated Education and Training

## THE RESULTS

**2,300** Industry  
Certifications/yr

**88%** Employed After Exit

More Than  
**28,000**  
Served

**4,800+**  
High School  
Credentials/yr  
Ranked 3rd  
Nationally

**35,000+**  
Measurable  
skills gains/yr  
4th Nationally  
for Adult  
Education

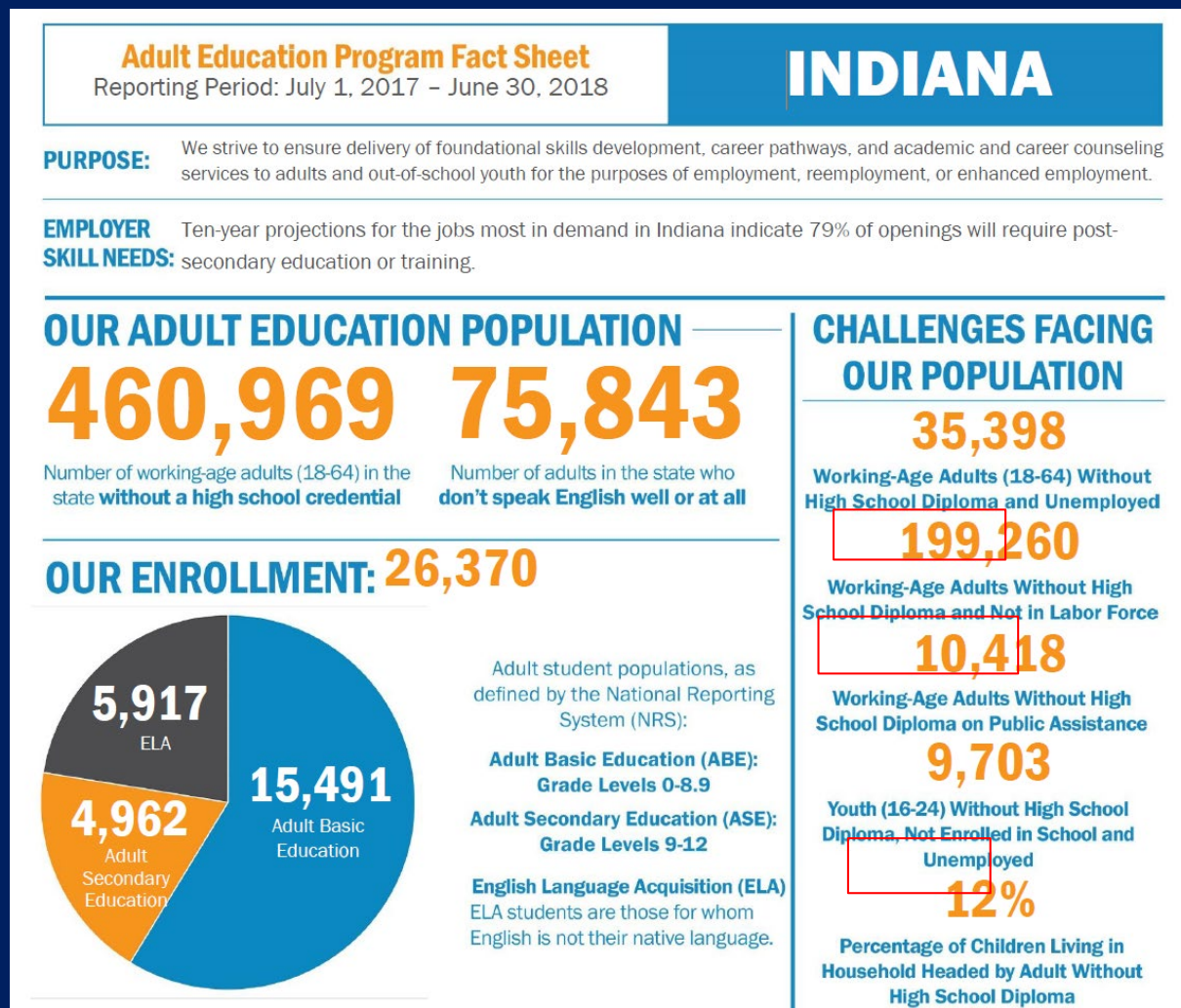
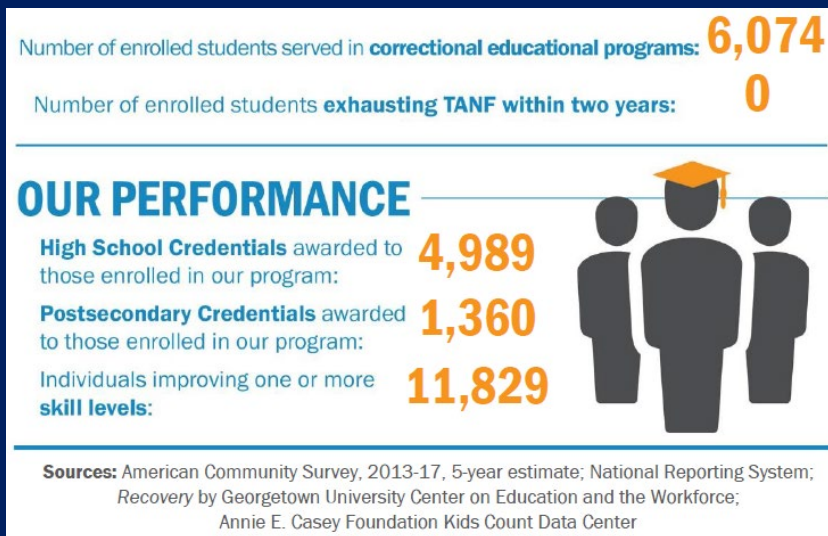
**300+**  
Employer Partnerships  
Average  
wage gain  
**\$2,834**  
quarterly/employed

Program Year 16 National Reporting System



July 1, 2017 – June 30, 2018

# Adult Basic Education in Indiana



**FACT: The average high school non-grad costs taxpayers more than \$500,000.**

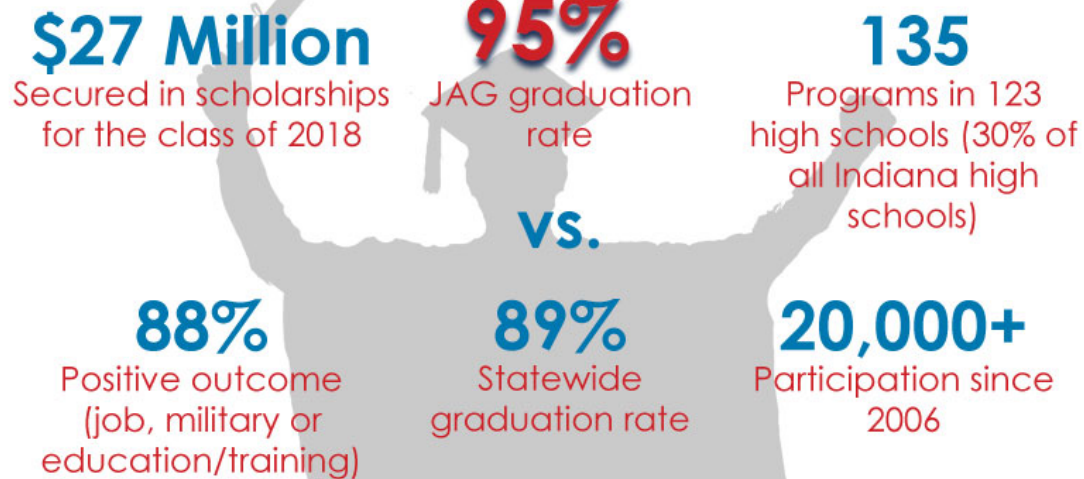


# Jobs for America's Graduates

## *Fewer High School Non-Grads*

### JAG Indiana

JOBS FOR AMERICA'S GRADUATES



- Problem: 8-10K Indiana high school students drop out of school each year and 40% **never** enter the workforce.
- Indiana has the **largest** JAG program in the country.
- State funding **increased** \$2.2M/year this year for FY18/19.
  - Over 25 schools will be included in expansion.
- JAG served **6,000 students** in the 2016-17 school year alone.

[JAG Student Testimonial](#)



INDIANA  
DEPARTMENT OF  
**WORKFORCE**  
DEVELOPMENT

# Discussion





# Contact

**Dr. Kristina Box, State Health Commissioner**

(317) 233-7400

[Kbox@isdh.IN.gov](mailto:Kbox@isdh.IN.gov)

**Fred Payne, DWD Commissioner**

(317) 234-7725

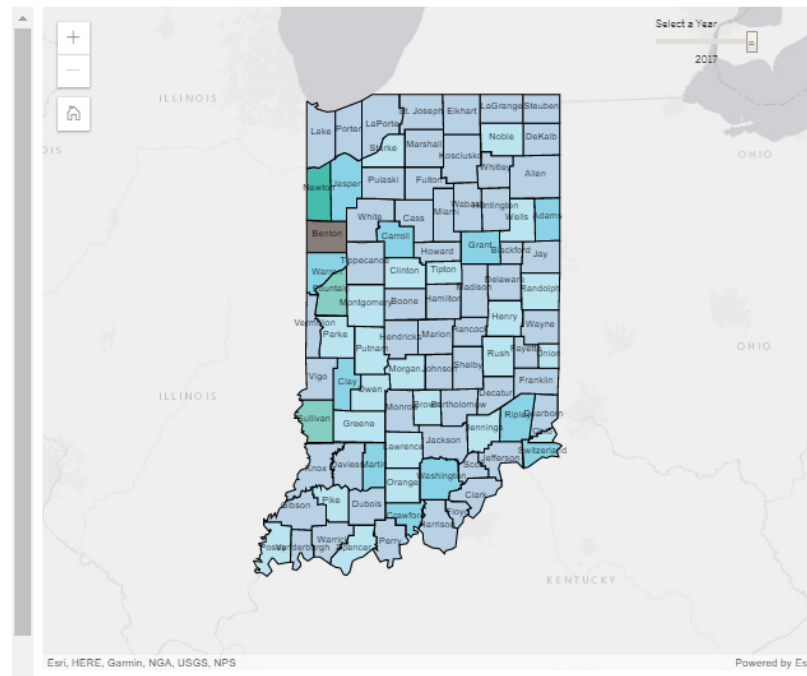
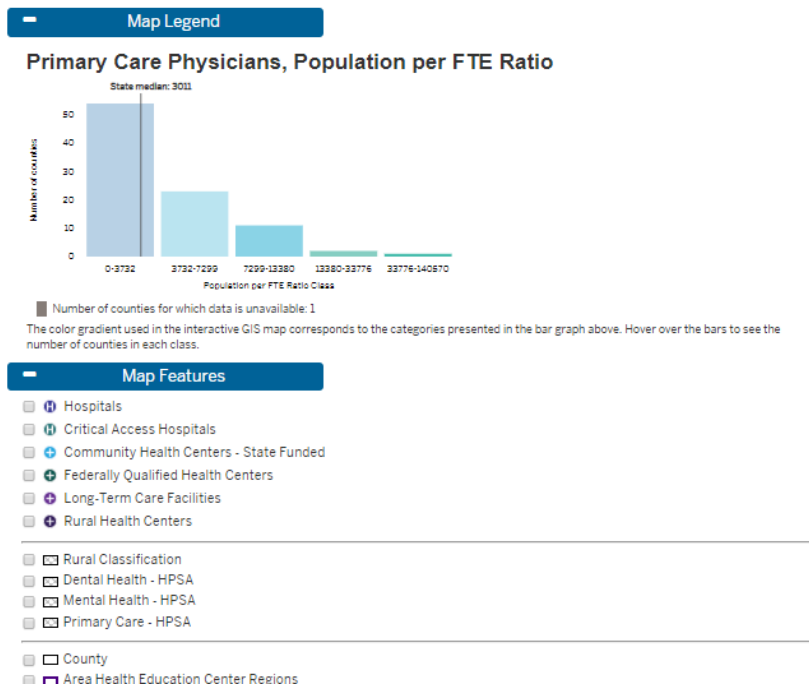
[FPayne@dwd.IN.gov](mailto:FPayne@dwd.IN.gov)

# MAJOR BOWEN CENTER UPDATES

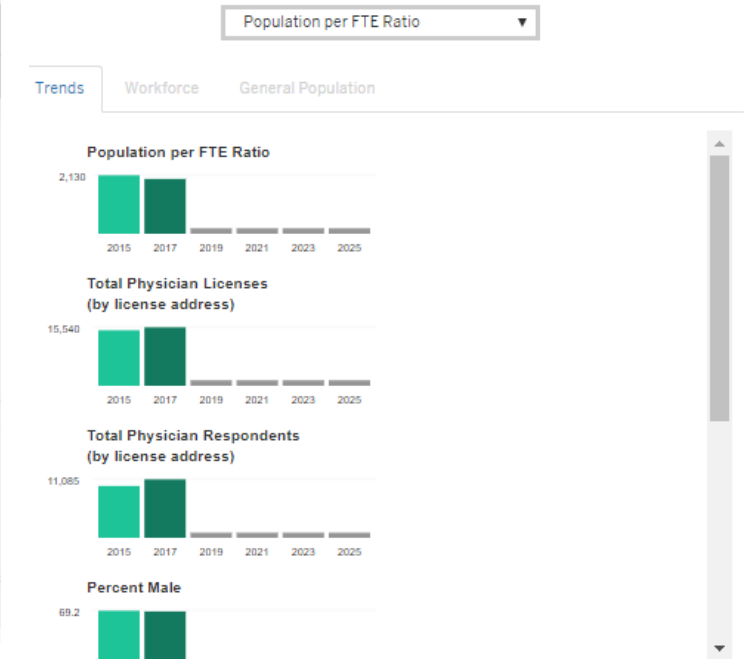
- **Recent Reports:**
  - Special Reports:
    - Addiction Workforce Report
    - Telemedicine Physicians
  - Data Reports: Behavioral health workforce, pharmacist, physicians, nurses
  - Re-vamped Policy Briefs: Nursing, Oral Health, Pharmacist
- **Bowen Portal ([www.bowenportal.org](http://www.bowenportal.org))**
  - Latest feature: longitudinal trends on workforce mapper
  - We want your feedback!
    - **Visit the Bowen Portal booth** in the atrium or attend our **Portal Demonstration and Feedback** period at any point between 11am-1pm on Tuesday, June 11<sup>th</sup> in IGCS Conference Room C

# WHAT'S NEW ON THE BOWEN PORTAL?

- Trend Visualization in Mapper
- [bit.ly/BowenWorkforceMapper](https://bit.ly/BowenWorkforceMapper)



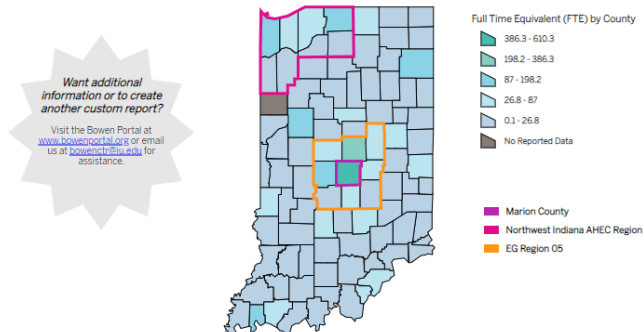
## Primary Care Physicians in Indiana



# WHAT'S NEW ON THE BOWEN PORTAL?

- Trend Visualization in One-pager Generator
- [bit.ly/BowenWorkforceOnePager](https://bit.ly/BowenWorkforceOnePager)

Primary Care Physicians 2017	MARION COUNTY	NORTHWEST INDIANA AHEC REGION	EG REGION 05	INDIANA
<b>Workforce Supply Characteristics</b>				
☑ Full Time Equivalent (FTE)	610.3	476.2	754.3	3,317.7
☑ Licenses (by license address)	804	581	950	4,075
☑ Population per FTE Ratio	1.518	2.424	1.289	1.980
<b>Workforce Demographic Characteristics</b>				
☑ Total Physician Licenses (by license address)	3,626	2,421	3,478	15,540
☑ Total Physician Respondents (by license address)	2,725	1,552	2,630	11,085
☑ Percent Male	62.4	73	63.5	67.8
☑ Mean Age	48	53	48	50
☑ Percent White	77.1	59.7	75.9	74.3
☑ Percent Hispanic	3.1	3.3	3	2.8
<b>General Population Characteristics</b>				
☑ Total Population	926,335	1,154,276	971,678	6,568,645
☑ Percent Male	48.2	49	49.3	49.3
☑ Percent White	63.1	75.8	90.7	84.2
☑ Percent Hispanic	9.7	12	3.2	6.4



# LOGISTICS FOR THE DAY

- To access **WiFi**, use the Government Center's guest network.
- To access **restrooms**, exit the auditorium and turn left.
- **Lunch** will be served at 12:45pm in Conference Rooms 1 & 2.
- **Refreshments** are available throughout the day in Conference Rooms 1 & 2.
- Foods and drinks are **not** permitted in the auditorium.
- Social Media
  - **#INHealthWorkforce**
  - **@IUBowenCtr**

# BREAKOUT SESSIONS

**From a Vision  
to Reality:**  
Ensuring a Health  
Workforce that Meets  
Indiana's Needs

Room A

**Health Workforce  
through a Workforce  
Development Lens**

Room B

**Health Workforce  
Regulation:**  
What it is and Why it  
Matters

Room C

**#INHealthWorkforce**

Get the facts at [www.bowenportal.org](http://www.bowenportal.org)

Informing Policy. Aligning Initiatives. Advancing Health.



# NETWORKING LUNCH

**Food in Rooms 1 & 2**

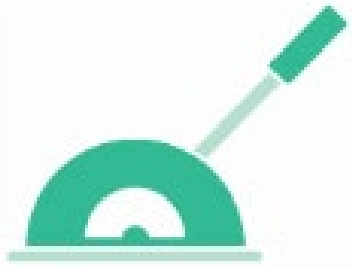
Seating in Rooms A, B, C



## Plenary Panel

# RESPONDING TO DEMAND: WHAT POLICY LEVERS ARE CRITICAL TO WORKFORCE ALIGNMENT?

POLICY LEVERS



### Occupational Regulation

**Ronne Hines**

Council on Licensure, Enforcement &  
Regulation

### Reimbursement

**Allison Taylor**

Director, Indiana Office of Medicaid Policy  
and Planning

### Education

**Dr. Ken Sauer**

Chief Academic Officer, Indiana  
Commission for Higher Education

### Legislative

**Representative Ethan  
Manning**

Indiana House of Representatives

# EVALUATION FORM

- Don't forget to fill out your evaluation form (blue) and drop it in the box in the atrium.

# THANK YOU!

**Save the Date for the 2020 Indiana  
Health Workforce Summit: May 19, 2020**

**We hope to see you next year!**

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